

## **ATTACHMENT J-7**

WD 05-2332 (Rev.-7) was first posted on www.wdol.gov on 08/28/2006

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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William W. Gross Director	Division of Wage Determinations	Wage Determination No.: 2005-2332 Revision No.: 7 Date Of Revision: 08/17/2007
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States: Arizona, Nevada

Area: Arizona County of Mohave  
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.83
01012 - Accounting Clerk II	14.40
01013 - Accounting Clerk III	16.32
01020 - Administrative Assistant	19.73
01040 - Court Reporter	16.08
01051 - Data Entry Operator I	12.03
01052 - Data Entry Operator II	15.23
01060 - Dispatcher, Motor Vehicle	13.72
01070 - Document Preparation Clerk	12.73
01090 - Duplicating Machine Operator	12.73
01111 - General Clerk I	11.68
01112 - General Clerk II	13.46
01113 - General Clerk III	14.44
01120 - Housing Referral Assistant	17.15
01141 - Messenger Courier	10.77
01191 - Order Clerk I	12.53
01192 - Order Clerk II	13.86
01261 - Personnel Assistant (Employment) I	14.43
01262 - Personnel Assistant (Employment) II	16.15
01263 - Personnel Assistant (Employment) III	18.08
01270 - Production Control Clerk	17.84
01280 - Receptionist	12.02
01290 - Rental Clerk	12.93
01300 - Scheduler, Maintenance	14.63
01311 - Secretary I	14.63
01312 - Secretary II	16.08
01313 - Secretary III	17.15
01320 - Service Order Dispatcher	13.10
01410 - Supply Technician	19.73
01420 - Survey Worker	13.11
01531 - Travel Clerk I	12.28
01532 - Travel Clerk II	13.04
01533 - Travel Clerk III	13.98
01611 - Word Processor I	13.08
01612 - Word Processor II	14.87
01613 - Word Processor III	16.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.16
05010 - Automotive Electrician	18.45

05040 - Automotive Glass Installer	17.87
05070 - Automotive Worker	17.87
05110 - Mobile Equipment Servicer	16.33
05130 - Motor Equipment Metal Mechanic	19.22
05160 - Motor Equipment Metal Worker	17.87
05190 - Motor Vehicle Mechanic	18.74
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.87
05310 - Painter, Automotive	18.45
05340 - Radiator Repair Specialist	17.87
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	19.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.61
07041 - Cook I	12.49
07042 - Cook II	13.61
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.70
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	14.79
09080 - Furniture Refinisher	16.46
09090 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	16.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	13.08
11122 - Housekeeping Aide	11.60
11150 - Janitor	10.82
11210 - Laborer, Grounds Maintenance	11.81
11240 - Maid or Houseman	11.02
11260 - Pruner	10.82
11270 - Tractor Operator	12.43
11330 - Trail Maintenance Worker	11.81
11360 - Window Cleaner	11.35
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	16.58
12012 - Certified Occupational Therapist Assistant	20.05
12015 - Certified Physical Therapist Assistant	20.05
12020 - Dental Assistant	16.41
12025 - Dental Hygienist	31.66
12030 - EKG Technician	20.54
12035 - Electroneurodiagnostic Technologist	20.54
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	14.82
12072 - Licensed Practical Nurse II	16.58
12073 - Licensed Practical Nurse III	18.49
12100 - Medical Assistant	12.82
12130 - Medical Laboratory Technician	15.73
12160 - Medical Record Clerk	12.69
12190 - Medical Record Technician	14.20
12195 - Medical Transcriptionist	12.79
12210 - Nuclear Medicine Technologist	29.25
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	11.96
12224 - Nursing Assistant IV	13.42
12235 - Optical Dispenser	17.47

12236 - Optical Technician	11.36
12250 - Pharmacy Technician	14.05
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	24.35
12311 - Registered Nurse I	23.38
12312 - Registered Nurse II	28.59
12313 - Registered Nurse II, Specialist	28.59
12314 - Registered Nurse III	34.59
12315 - Registered Nurse III, Anesthetist	34.59
12316 - Registered Nurse IV	41.47
12317 - Scheduler (Drug and Alcohol Testing)	20.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.72
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	26.53
13041 - Illustrator I	20.20
13042 - Illustrator II	25.05
13043 - Illustrator III	27.64
13047 - Librarian	26.24
13050 - Library Aide/Clerk	12.32
13054 - Library Information Technology Systems Administrator	23.69
13058 - Library Technician	14.06
13061 - Media Specialist I	17.10
13062 - Media Specialist II	19.13
13063 - Media Specialist III	21.33
13071 - Photographer I	14.09
13072 - Photographer II	15.94
13073 - Photographer III	19.46
13074 - Photographer IV	23.72
13075 - Photographer V	28.79
13110 - Video Teleconference Technician	22.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.89
14042 - Computer Operator II	18.13
14043 - Computer Operator III	19.02
14044 - Computer Operator IV	21.07
14045 - Computer Operator V	23.32
14071 - Computer Programmer I (1)	19.96
14072 - Computer Programmer II (1)	24.72
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.89
14160 - Personal Computer Support Technician	21.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.11
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	25.18
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	23.97
15090 - Technical Instructor	18.88
15095 - Technical Instructor/Course Developer	23.09
15110 - Test Proctor	15.24
15120 - Tutor	15.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.73
16030 - Counter Attendant	10.73
16040 - Dry Cleaner	13.88
16070 - Finisher, Flatwork, Machine	10.73
16090 - Presser, Hand	10.73



16110 - Presser, Machine, Drycleaning	10.73
16130 - Presser, Machine, Shirts	10.73
16160 - Presser, Machine, Wearing Apparel, Laundry	10.73
16190 - Sewing Machine Operator	14.93
16220 - Tailor	15.99
16250 - Washer, Machine	11.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.93
19040 - Tool And Die Maker	21.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.94
21030 - Material Coordinator	17.84
21040 - Material Expediter	17.84
21050 - Material Handling Laborer	11.83
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	15.09
21110 - Shipping Packer	14.22
21130 - Shipping/Receiving Clerk	13.91
21140 - Store Worker I	14.37
21150 - Stock Clerk	17.95
21210 - Tools And Parts Attendant	15.14
21410 - Warehouse Specialist	15.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.37
23021 - Aircraft Mechanic I	23.21
23022 - Aircraft Mechanic II	24.37
23023 - Aircraft Mechanic III	25.59
23040 - Aircraft Mechanic Helper	18.80
23050 - Aircraft, Painter	22.70
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.58
23110 - Appliance Mechanic	20.19
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	27.13
23130 - Carpenter, Maintenance	20.18
23140 - Carpet Layer	20.89
23160 - Electrician, Maintenance	23.57
23181 - Electronics Technician Maintenance I	18.21
23182 - Electronics Technician Maintenance II	24.45
23183 - Electronics Technician Maintenance III	26.93
23260 - Fabric Worker	18.43
23290 - Fire Alarm System Mechanic	21.51
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	21.14
23312 - Fuel Distribution System Operator	17.96
23370 - General Maintenance Worker	17.87
23380 - Ground Support Equipment Mechanic	23.21
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.58
23391 - Gunsmith I	16.89
23392 - Gunsmith II	19.35
23393 - Gunsmith III	21.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.74
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
20.47	
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	23.58
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	20.40
23470 - Laborer	12.72
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	24.51
23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	18.96

23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.56
23593 - Metrology Technician III	25.80
23640 - Millwright	19.17
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	21.22
23790 - Pipefitter, Maintenance	23.32
23810 - Plumber, Maintenance	22.62
23820 - Pneudraulic Systems Mechanic	21.41
23850 - Rigger	21.74
23870 - Scale Mechanic	19.38
23890 - Sheet-Metal Worker, Maintenance	27.44
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	21.27
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	21.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	21.41
23970 - Woodcraft Worker	21.41
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	9.73
24620 - Family Readiness And Support Services Coordinator	14.26
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.25
25040 - Sewage Plant Operator	24.95
25070 - Stationary Engineer	23.25
25190 - Ventilation Equipment Tender	18.82
25210 - Water Treatment Plant Operator	24.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.62
27007 - Baggage Inspector	11.09
27008 - Corrections Officer	22.73
27010 - Court Security Officer	21.51
27030 - Detection Dog Handler	18.62
27040 - Detention Officer	22.73
27070 - Firefighter	21.84
27101 - Guard I	11.09
27102 - Guard II	18.62
27131 - Police Officer I	22.83
27132 - Police Officer II	26.49
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Equipment Worker	10.24
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	14.09
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	10.09
28630 - Sports Official	11.17
28690 - Swimming Pool Operator	18.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.92
29020 - Hatch Tender	21.92
29030 - Line Handler	21.95
29041 - Stevedore I	21.04
29042 - Stevedore II	25.09
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73



30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03	
30021 - Archeological Technician I	14.99	
30022 - Archeological Technician II	16.76	
30023 - Archeological Technician III	20.82	
30030 - Cartographic Technician	25.74	
30040 - Civil Engineering Technician	24.83	
30061 - Drafter/CAD Operator I	18.48	
30062 - Drafter/CAD Operator II	20.82	
30063 - Drafter/CAD Operator III	23.17	
30064 - Drafter/CAD Operator IV	25.51	
30081 - Engineering Technician I	14.00	
30082 - Engineering Technician II	16.87	
30083 - Engineering Technician III	23.33	
30084 - Engineering Technician IV	24.00	
30085 - Engineering Technician V	28.41	
30086 - Engineering Technician VI	34.46	
30090 - Environmental Technician	24.02	
30210 - Laboratory Technician	21.63	
30240 - Mathematical Technician	25.74	
30361 - Paralegal/Legal Assistant I	18.18	
30362 - Paralegal/Legal Assistant II	19.47	
30363 - Paralegal/Legal Assistant III	24.30	
30364 - Paralegal/Legal Assistant IV	29.37	
30390 - Photo-Optics Technician	25.74	
30461 - Technical Writer I	19.95	
30462 - Technical Writer II	24.40	
30463 - Technical Writer III	27.75	
30491 - Unexploded Ordnance (UXO) Technician I	20.95	
30492 - Unexploded Ordnance (UXO) Technician II	25.35	
30493 - Unexploded Ordnance (UXO) Technician III	30.39	
30494 - Unexploded (UXO) Safety Escort	20.95	
30495 - Unexploded (UXO) Sweep Personnel	20.95	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.47	
30621 - Weather Observer, Senior (2)	22.72	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	13.60	
31030 - Bus Driver	17.32	
31043 - Driver Courier	14.24	
31260 - Parking and Lot Attendant	11.11	
31290 - Shuttle Bus Driver	15.69	
31310 - Taxi Driver	12.92	
31361 - Truckdriver, Light	13.55	
31362 - Truckdriver, Medium	15.32	
31363 - Truckdriver, Heavy	18.57	
31364 - Truckdriver, Tractor-Trailer	18.57	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.29	
99050 - Desk Clerk	12.74	
99095 - Embalmer	22.64	
99251 - Laboratory Animal Caretaker I	11.36	
99252 - Laboratory Animal Caretaker II	12.50	
99310 - Mortician	22.64	
99410 - Pest Controller	13.99	
99510 - Photofinishing Worker	13.52	
99710 - Recycling Laborer	15.75	
99711 - Recycling Specialist	17.39	
99730 - Refuse Collector	15.00	
99810 - Sales Clerk	11.85	
99820 - School Crossing Guard	12.50	
99830 - Survey Party Chief	28.59	
99831 - Surveying Aide	16.26	
99832 - Surveying Technician	22.30	
99840 - Vending Machine Attendant	12.00	
99841 - Vending Machine Repairer	17.45	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*



If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.